

Building skills, growing the profession



It takes a
community

Pockets of evaluation capacity





Connect evaluators

Make the community visible

Reach out to non-evaluation staff

Mentoring & advice



Building on existing evaluation staff

Provide early and targeted advice

Evaluation Community of Practice

Quarterly events

Yammer (social media)

Intranet pages



A young boy with brown hair, wearing a dark blue suit, a light blue shirt, and a purple tie, is sitting at a wooden desk. He is wearing black-rimmed glasses and has his right hand resting on his forehead. In front of him is an open book with blank white pages. To his right is a vintage typewriter. The background is a dark, textured wall.

Self evaluation

Mixed method
approach

Surveys

Data analysis

Interviews

Staff
participate



ACTIVE COMMUNITY

154  attended

116  members

23  visitors month

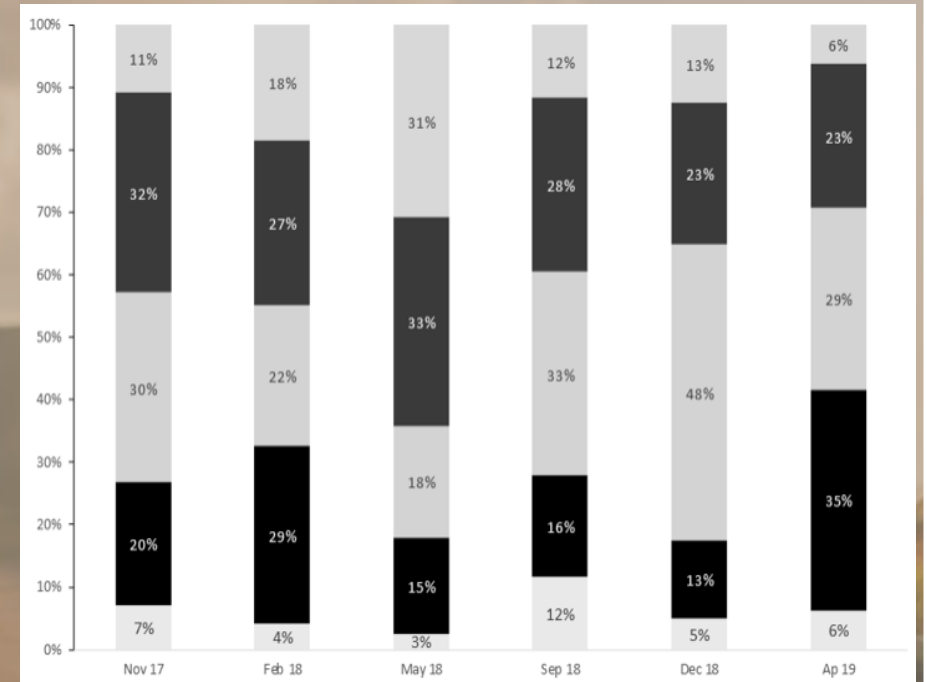
Staff
participate



CEO



Admin officer



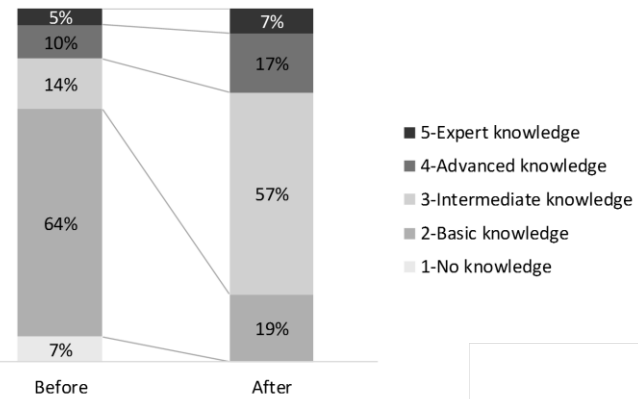
Staff
participate



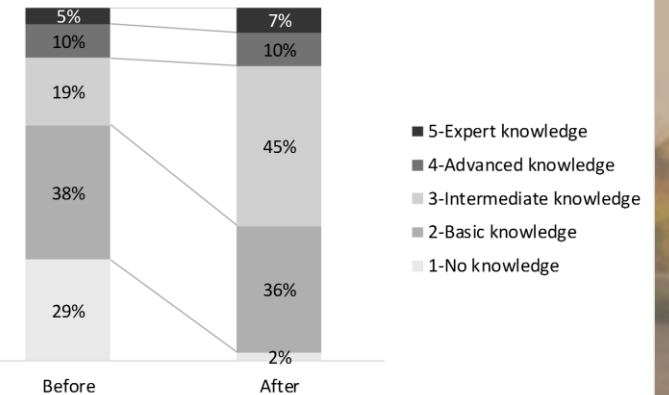
Participants
learn about
evaluation
good
practices



Understanding of what evaluation is and is not



Program logic



Staff
participate



Participants
learn about
evaluation
good
practices



Participants
apply
evaluation
good
practices



42%
applied

56%
will apply

The idea about including an upper dollar limit in the evaluation RFQ, that way you won't get submissions which are too expensive for consideration.

Examined methods to evaluate compliance activities executed where intelligence is a contributing factor and those without


```
graph LR; A[Staff participate] --> B[Participants learn about evaluation good practices]; B --> C[Participants apply evaluation good practices]; C --> D[The quality of evaluation improves];
```

Staff
participate

Participants
learn about
evaluation
good
practices

Participants
apply
evaluation
good
practices

The **quality** of
evaluation
improves

The program logic in draft evaluations improved, people are using program logic templates and are finding the checklist helpful to improve evaluations. The tender brief document is also being used along with some of the best practice examples available on the intranet.

Staff
participate

Participants
learn about
evaluation
good
practices

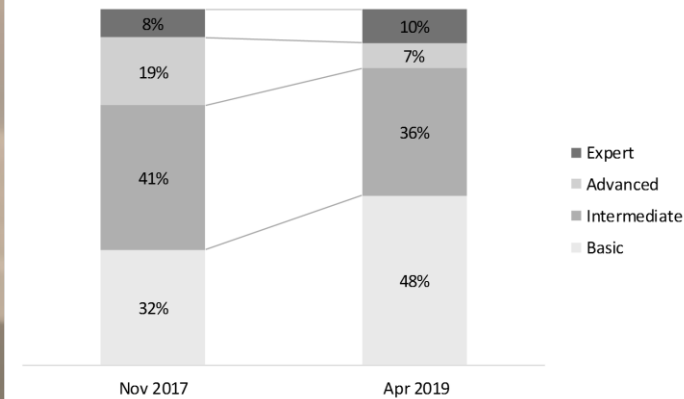
Participants
apply
evaluation
good
practices

The **quality** of
evaluation
improves

The
organisation
has increased
its evaluation
capacity



Self-reported evaluation maturity



Tuesday, September 17

2:30pm

✓ Communities of Practice, mentoring and evaluation advice: using soft power approaches to build capacity
Carolyn Hooper • Florent Gomez • Michelle Bowron

Wednesday, September 18

1:30pm

✓ Disrupting power dynamics and bringing diverse voices to evaluation
Karen Fisher • Jade Maloney

1:50pm

✓ Getting past the imposter syndrome: you don't have to be an expert to help build evaluation capacity in your organisation.
Duncan Rintoul • Margaret Moon



```
graph LR; A[Staff participate] --> B[Participants learn about evaluation good practices]; B --> C[Participants apply evaluation good practices]; C --> D[The quality of evaluation improves]; D --> E[The organisation has increased its evaluation capacity];
```

Staff
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The **quality** of
evaluation
improves

The
organisation
has increased
its evaluation
capacity

In the Customer Service Cluster, the Evaluation Community of Practice is more valuable as there isn't a central dedicated evaluation team with experienced evaluators and economists like many other clusters. The people within the Customer Service Cluster rely on the community of practice.

Case studies, case studies, case studies

Open forum

Safe space



Rotating chair

Leadership support

Small number of enthusiastic staff





It's a gift



It's full of characters



Your community can help your success





be curious

Win-Win





It takes a
community